

RICHMOND  
CITY  
SHERIFF'S  
OFFICE



January 25, 2022

# AREA LAW ENFORCEMENT STARTING SALARIES

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# Area Sheriff Offices' Starting Salaries

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## Richmond City Sheriff's Office

Deputy Sheriff - \$44,000  
Vacancies - 130

## Henrico Sheriff's Office:

Deputy Sheriff- \$47,266  
Jailor (18-20yrs) - \$45,101

## Chesterfield Sheriff's Office

Deputy Sheriff- \$45,500

## Hanover Sheriff's Office

Deputy Sheriff- \$50,786 (Effective 07/01/2021)



# Area Police Departments' Starting Salaries

	Chesterfield	Hanover	Henrico	Hopewell	Richmond	VCU
Police Officer	\$44,289.00	NA	\$46,339.66	\$49,059.48 entry level \$50,303.38 (1 yr.) \$51,578.82 (2yrs) \$52,886.60 (3yrs) \$54,227.54 (4yrs)	\$43,000 increase to \$44,000 after Academy	\$52,000 increase to \$58,000 after field training. Pre- certified officer salary range \$58,000-\$63,000
Recruit	\$42,924.00	\$48,247.00	\$47,266.45	\$42,579 (estimated on Indeed)	\$44,000.00	NA



# RETENTION, TURNOVER RATES, AND VACANCIES

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# Current Average Retention/Turnover Rate for the Richmond City Sheriff's Office

Richmond City Sheriff's Office's past and current retention and turnover rates below:

Year	Retention Rate	Turnover Rate
2021	76.32%	23.68%
2020	77.92%	22.08%
2019	80.81%	19.19%
2018	78.74%	21.26%



# Compensation Board Funded Position Details/ Retention Years of Service

Compensation Board Funded Position Details/Services

Estimated average years of service of all sworn staff is **6.3 years**

**45%** of sworn positions have **2** or fewer years of service

**59%** of sworn positions have **5** or fewer years of service

Only **0.4%** of staff have **30+** years of services



# Vacancy Rate Positions - Virginia Sheriffs' Association

Vacancy Rate Positions:

FY2015 to FY2021, increasing annual position turnover from 23.19% to 42.04% over the same period

FY2021 turnover rate for entry-level sworn regional jail officers: 42.04%

FY2015 to FY 2021 turnover rate for all levels is 14.6% to 20.5%





# INMATE STATISTICS

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# Booking, Intake & Release Inmate Statistics 2021

Booking/Intake/ Release Statistics	Totals for 2021
Court Order DNA & Release	3
Bonds	653
Court/Served Sentences	2,424
Number of Arrestees	4,920
Number of Charges Processed	9,226
Commitment Time Averages (Minutes)	14
Process and Release	1,492
Video Arraignments Intake	7,027
Expungements	125
Jail Additional Charges	426
New Commits Self-Report Turn-in Processing	423
ECO's	5



# Richmond City Justice Center's Booking Intakes and Releases

	Monthly Average In's	Monthly Average Out's	Total Ins	Total Outs
Year 2020	454	449	5446	5393
Year 2021	171	167	2051	2010



# Richmond City Justice Center (RCJC) and the Department of Corrections (DOC) – Inmate Data

Inmate Records Statistics	Totals for December 2021
ADP	566.68
Sentenced Misdemeanor	57
Sentenced DOC	174
Pretrial (no sentence)	573
Violent Offenders	316
Central State Hospital	23
Sentenced Pending	124
RCJ reports DOC Out of Compliance	91
RCJ reports DOC Inmate Count	201



# 2021 RCSO GRANT FUNDING

- ❑ **\$250,000** - Prison Rape Elimination Act (PREA)
- ❑ **\$505,790** - 2021-2022 Jail Mental Health Program (JMHP)
- ❑ **\$500,000** - Second Chance Act Grant: Reducing Recidivism through Systems Improvement
- ❑ **\$900,000** - Second Chance Act Grant: Adult Reentry Education, Employment, Treatment and Recovery
- ❑ **\$37,500** - Justice Assistance Grant (JAG): Curbing Violence in the Community for a Stronger Richmond
- ❑ **\$56,250** - Justice Assistance Grant (JAG): Project Safe Neighborhoods
- ❑ **\$18,750** - Justice Assistance Grant (JAG): Law Enforcement Training & Equipment (Crisis Intervention Team (CIT) and Mental Health First Aid (MHFA))
- ❑ **\$50,000** - Coronavirus Emergency Supplement Funding

**\$2,318,290.00 – TOTAL RCSO GRANT FUNDING FOR 2021**

**\$5,917,466.91 - TOTAL RCSO GRANTS SINCE 2018**



# Prison Rape Elimination Act (PREA)

**\$250,000**

## U.S Department of Justice/Office of Justice Programs/Bureau of Justice Assistance: Implementing the PREA Standards

The RCSO continues to implement the **\$250,000** PREA Standards grant at the Richmond City Justice Center (RCJC) which initiates and/or expands efforts to implement the PREA standards and zero tolerance cultures related to sexual abuse and sexual harassment. Specifically, the award provides for an internal self-assessment, staff training, enhanced victim support services, enhanced/upgraded security equipment, and a PREA audit.



# 2021-2022 Jail Mental Health Program (JMHP)

**\$505,790**

## 2021-2022 Jail Mental Health Program (JMHP)

The agency partnered with OAR (Opportunity Alliance Reentry) and RBHA (Richmond Behavioral Health Authority) to apply for the JMHP grant provided by the Virginia Department of Criminal Justice Services. The RCSO was awarded a grant, which aims to provide pre and post release services to mentally ill inmates, in the amount of **\$505,790.**



# Second Chance Act Grant: Reducing Recidivism through Systems Improvement

**\$500,000**

U.S Department of Justice/Office of Justice Programs/Bureau of Justice Assistance 2nd Chance Act:  
Innovations in Reentry Initiative: Reducing Recidivism Through Systems Improvement

The Richmond City Sheriff's Office (RCSO) continues to implement the **\$500,000** 2<sup>nd</sup> Chance Act Grant, which provides for technical resources and assistance necessary to identify assets and gaps in reentry systems and to develop capacity and partnerships with other justice agencies to provide services that reduce recidivism, crime and improve public safety.

The award funds the Richmond Retooled Reentry Program, a comprehensive plan that will provide strategies for successful resident reintegration into the community. The program will assess, identify and connect residents with resources and services specific to their needs. The wrap-around services include education, employability skills/job training/vocational, financial literacy, health & human services, housing, and transportation. This will be accomplished through collaborating and partnering with community agencies (local, state, & federal), faith-based, families, criminal justice system, and workforce partners. Each resident will receive pre-release services and will be connected to community-based partner agency post-release services.





# Second Chance Act: Adult Reentry Education, Employment, Treatment and Recovery

**\$900,000**

The RCSO applied for and was awarded a **\$900,000** 2<sup>nd</sup> Chance Act Grant, which enhances corrections systems' ability to expand education and employment programs that emphasize strong partnerships with corrections, parole, probation, education, workforce development, and reentry service providers.

The award, provided by the Bureau of Justice Assistance, funds the implementation or expansion of job readiness assessments, individualized case plans and employment related services for incarcerated adults that result in improved job readiness, employment attainment and retention. The RCSO program will specifically provide for Career Planning, Employment Assistance, and Post Release/Transitional services to improve reentry and employment outcomes for resident participants.



# Curbing Violence in the Community for a Stronger Richmond

**\$37,500**

## 2021-2022 Edward Byrne Memorial Justice Assistance Grant (JAG): Curbing Violence in the Community for a Stronger Richmond

In partnership with the Richmond Police Department, funding in the amount of **\$37,500** from the Bureau of Justice Assistance provides for a Project Safe Neighborhoods (PSN) Coordinator, employed by RCSO. The Coordinator will work directly with city officials and other community agencies to ensure synchronized outreach, and violence intervention and prevention efforts.



# Project Safe Neighborhoods

**\$56,250**

## 2022-2023 Byrne Justice Assistance Grant (JAG): Public Safety Based Programs

RCSO applied for and was awarded **\$56,250** through the Virginia Department of Criminal Justice Services for a Project Safe Neighborhoods (PSN) Coordinator. The Coordinator will be employed by RCSO and will work directly with city officials and other community agencies to ensure synchronized outreach, and violence intervention and prevention efforts. **The RCSO will provide a match of \$18,750 for a total project amount of \$75,000.**



# Law Enforcement Training & Equipment (Crisis Intervention Team (CIT) and Mental Health First Aid (MHFA))

**\$18,750**

## 2022 Byrne Justice Assistance Grant (JAG): Law Enforcement Training & Equipment

RCSO applied for and was awarded **\$18,750** through the Virginia Department of Criminal Justice Services for law enforcement related training courses that improve or enhance daily law enforcement services to the community and/or ensure the safety of the citizens and the agency. Specifically, this funding will provide for much needed Crisis Intervention Team (CIT) and Mental Health First Aid (MHFA) Training for staff. CIT training enhances community collaboration, and develops a stable infrastructure to improve criminal justice and mental health system response to individuals with mental health issues. MHFA training provides the skills, resources and knowledge to help an individual in crisis connect with appropriate professional, peer, social, and self-help care. **The RCSO will provide a match of \$6,250 for a total project amount of \$25,000**



# Coronavirus Emergency Supplement Funding (CESF) **\$50,000**

## DCJS: Calendar Year 2022 CESF (Coronavirus Emergency Supplemental Funding)

RCSO applied for funding through the Department of Criminal Justice Services and was awarded **\$50,000** to support the payment of overtime and procurement of supplies that will assist the Sheriff's Office in preventing, preparing for, and responding to the Coronavirus.



# RCSO INMATE REENTRY SERVICES

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- OAR (Offender Aid Restoration Program)
- Re-Entry Services
- Re-Entry Vocational Programs



# OAR (Offender Aid Restoration) Program/Service

OAR Program's Description:	Total Enrolled	Total Graduated
A service provider for adults leaving incarceration and returning to the Richmond, Virginia area		
Anger Management: 8 weeks, Group to discuss, identify and understand what Anger is and try to create a thought process throughout the group to help with reacting to that anger.	8	8
Grief and Loss - 6 weeks, group to discuss the loss of a loved one or someone close that was lost, even to discuss the loss of freedom. Define and understand what grief is and where in their grieving process they may be.	0	0
Healthy Relationships - 6 weeks (curriculum of volunteer from Planned Parenthood that comes in), Group to discuss the definition of a healthy relationship in all aspects of mind and body, component of sexual education and anatomical understanding, being able to understand and point out toxic traits and unhealthy relationships from healthy, safe relationships.	0	0



# OAR

Think About It - 6 weeks, Cognitive Behavioral Therapy Group that discusses life before incarceration and how their childhood/adolescence has impacted their behaviors and actions up until now, their life now and how change is important, and making decisions for their future after incarceration. Thinking about all of the aspects that have played a part in their lives to understand themselves and have a realistic understanding and plan for their future.

Total  
Enrolled

N/A

Total  
Graduated

N/A





# OAR

Men's Empowerment - 6 week group that was first introduced 8/2019. Lynn-Ellin Z., one of our volunteers and group facilitators, created this curriculum to highlight the importance of how incarcerated men very rarely feel empowered or know what that means. This group discusses what it means to be a man in today's society and how that has shaped them. It discusses what it is to be empowered and how being incarcerated men has affected them in their lives and how society views them. They talk about Male Role Models in society to also help empower with their stories of struggle and resilience.

Total  
Enrolled

N/A

Total  
Graduated

N/A



# Reentry Support Services

Year	Supportive Services	DMV	SSN	Birth Certificates	Ready to Work
2018	291	60	0	85	72
2019	164	76	22	43	45
2020	307	399	34	167	10
2021	0	63	0	119	32



# INMATE VOCATIONAL TRAINING

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# Vocational Training

Vocational – Program Statistics	Total Enrolled
Barbering I	6
Carpentry I	0*
Commercial Driver’s License (CDL)	0*
Cosmetology I	4
Culinary Arts (ServSafe, Cooking, Cooking Theory, & Food Handlers & ServSafe Certifications)	8 (females)
Electricity I	0*
Forklift Training (Cherry Creek Services; LLC)	13
HVAC & R	0*
Landscaping I	0*
Nail Technology I	2
NCCER (National Center for Construction Education & Research)	9
OSHA 10	14
NSC (National Safety Council) First Aid	13
NSC (National Safety Council) CPR/AED	14
Naloxone	110



\*NOTE: Programs not attended due to COVID-19

# Vocational Training Descriptions

## Barbering I

- Theory study of the structure and function of the skin, common skin disorders, and scalp and hair disorders. Hands on classes include providing facial massages, rendering plain facials, and barbering services such as cutting hair, styling hair, preparing customers for haircuts. The conduct required for a successful barber is stressed along with successful relationships with employers, clients, and coworkers. (75 Hours Total)

## Carpentry I

- This course provides the student with information, knowledge and skill level in rough and finish carpentry. The course will cover hand and power tools, construction of a house/storage shed and other structures. Instruction will focus in the area of framing, construction materials, building codes, and site preparation. (75 Hours)



## Commercial Driver's License (CDL)

- The program trains individuals in job entry level employment in the transportation industry. Students are taught the Federal Motor Regulations as they apply to the operation of commercial vehicles. The outcome of this program is that an individual will obtain a Class "A" or "B" Commercial Driver's License and employment as entry level commercial vehicle driver.

## Cosmetology I

- This course allows a student to gain a basic understanding of skills required to become a cosmetologist. The student will be required to demonstrate an understanding of procedures and methods to complete the following tasks: manicure/pedicure, facials, body massages, shampooing, rinsing, scalp and hair care, finger waving, hair styling, permanent waving, hair coloring, hair sculpting and bacteriology, makeup, haircutting and sanitation methods. (75 Hours Total)



# Nail Technology I

- Students will learn how to recognize healthy nails and skin as well as nail and skin disorders and provide services to enhance the look of their client's hands and feet by performing manicures, pedicures, applying sculptured nails, gel nails, nail tips and nail wraps using the latest nail technology while following proper sanitation, disinfectants, and safety procedures. Students will also learn how to handle the business aspects of this profession. (75 hours)



## Culinary Arts

- ServSafe® Starters training and assessment program is a complete solution that delivers consistent food safety training to employees. ServSafe® is the training that is learned, remembered, shared and used.
- ServSafe® Food Handler Learn basic food safety practices for preparing and serving food. Earn your food handler certificate from the foodservice experts, the National Restaurant Association.
- ServSafe® Manager - Learn about foodborne illness, how to prevent it and how to train employees in food sanitation. Earn nationally accredited food safety certification from the National Restaurant Association.





## Electricity I

- Fundamental Calculations & Wiring - This program consists of electrical theory, AC/DC fundamentals, electrical wiring, Ohm's Law, devices, circuits, blueprint reading, Electrical Code application to home, business, and industries. National Electrical Code, trade math, trade terminology, and some trade science and physics will be introduced. (75 Hours Total)

## HVAC&R I

- This course is the beginning course for a service technician. It will include safety, refrigeration fundamentals, thermodynamic principles, tools and equipment, system components, installation procedures, refrigerants, EPA regulations, soldering, and brazing techniques. The class will be 90% classroom theory and 10% practical application. (75 Hours Total)



## Forklift Training

- This course is designed to empower the participant with the skills and knowledge to safely and productively operate rough terrain forklifts (within the scope of the construction industry). The “forklifts” used in this training include telehandlers/extended-reach and rough-terrain/straight-mast forklifts. The repetition of these learned skills will enable the participant to recognize potentially dangerous conditions and avoid accidents. Training will include: Drive safely, maneuver, lift, place, and retrieve with a telehandler/extended-reach forklift and straight-mast forklift. • Identify the requirements for brakes and warning devices on a forklift. • Demonstrate watering down training surface to avoid silica exposure. • Operate the forklift in a smooth, safe manner on rough terrain. • Explain Cal/OSHA regulations, principles of the center of gravity, the fulcrum, and the stability triangle. • Calculate the lifting capacities of the forklifts. This class is four hours, twice a week. An exam is administered. (75 Hours Total).



# Landscaping I

- Landscaping I offers skilled workers satisfying career opportunities in varying working environments. The expanding and evolving green industry keeps skilled workers in high-demand occupations with educational and leadership opportunities. This course focuses on preparing students for entry-level employment and advancement in landscape design, landscape construction, equipment repair, landscape maintenance and business ownership.

## NCCER

- The National Center for Construction Education and Research (NCCER) Core Curriculum is a prerequisite to all other Level 1 craft curriculum. Its modules cover topics such as Basic Safety, Communication Skills and Introduction to Construction Drawings. Completing this curriculum gives the trainee the basic skills needed to continue education in any craft area he or she chooses. This class is twice a week.



## National Safety Council First Aid, CPR and Automated External Defibrillator (AED)

- The National Safety Council First Aid, CPR and AED courses are under the NCCER class. This comprehensive course is taught virtually and in a hands-on way with a NSC Certified Instructor. This courses provides the vital knowledge needed to respond to a medical emergency with a clear knowledge and training on the worksite and in the community.



# RCSO ADULT EDUCATION PROGRAMS

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# Adult Education

<p><b>Adult Education Program's Description:</b>          Adult Education provides pre-literacy to intermediate instruction for those who continue to express an interest in receiving services in math or reading. High School Equivalency provides GED® instruction and testing for students who are above the age threshold or who are ineligible for the special education program.</p>	
<p><b>Adult Education (Richmond Public Schools) – Virtual</b></p>	<p>8 (virtual)</p>
<p><b>Adult Education (Richmond Public Schools) – receiving work weekly</b></p>	<p>91</p>
<p><b>Programs that operated during COVID</b></p>	<p>Barbering,          Cosmetology, Fork          Lift, Nail Technology,          &amp; NCCER</p>
<p><b>Number of Inmates who were able to obtain their GED</b></p>	<p>0</p>
<p><b>Adult Education – Inmates participating in the classroom</b></p>	<p>0</p>



# Special Education (SPED) Program

## SPED - Program's Description:

Special Education (SPED) is a state-funded program provided to local and regional jails. Residents are provided special education and related services provided in accordance with their Individualized Education Program (IEP) for the duration of their detainment and/or incarceration up to age 21. Residents are provided this service through Richmond Public Schools year round. Residents are provided a certified teacher and work towards a high school diploma.

## Total Enrolled

Inmates enrolled in Special Education

24



# Naloxone Training Education

- Naloxone is a medication designed to rapidly reverse opioid overdose. It is an opioid antagonist—meaning that it binds to opioid receptors and can reverse and block the effects of other opioids. It can very quickly restore normal respiration to a person whose breathing has slowed or stopped as a result of overdosing with heroin or prescription opioid pain medications. Virtual Naloxone classes began at RCJC in February 2021. Classes are facilitated by a Richmond City Health District (RCHD) facilitator every Monday afternoon for 30 to 45 minutes. Residents are trained how to recognize and respond to an opioid crisis. After residents complete class, they are eligible to receive a dose of Naloxone.





# RCSO THERAPEUTIC PROGRAMMING

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- G.R.A.C.E. (Growth Recovery Over Addiction with Counseling to Empower)
- JMHP/CHANGE (Jail Mental Health Program/Creating Hope from Adversities while Navigating personal Growth through life Experience)
- NAMI (National Alliance on Mental Illness)
- MRT (Moral Reconciliation Therapy)
- HOPE



# G.R.A.C.E. (Growth through Recovery over Addiction with Counseling to Empower)

G.R.A.C.E. Program's Description: G.R.A.C.E. (Growth through Recovery over Addiction with Counseling to Empower) The G.R.A.C.E Program is a voluntary substance use treatment program available to those sincerely seeking a change. It is a change that comes with commitment, hard work, and enthusiasm. G.R.A.C.E. staff assists residents in developing competencies through evidence based programming. It is well designed and is carefully implemented to identify residents with a need for ongoing programming. It addresses criminal lifestyles while providing skill building opportunities in areas of communication and community adjustment.	Total Enrolled	Total Graduated
Male Inmates currently enrolled in GRACE	51	8
Female Inmates currently enrolled in GRACE	11	10
Number of Inmates 2018	468 (males) 130 (females)	8
Number of Inmates 2019	508 (males) 138 (females)	22
Number of Inmates 2020		5
Number of Inmates 2021	501 (males) 204 (females)	18



# Health Brigade

Purpose is to increase knowledge of HIV/AIDS, sexually transmitted infections, Hepatitis transmission, prevention and risk reduction strategies, appropriate community responses, and providing local resources. (GRACE)

Harm Reduction - Substance Use Management is an evidence based psycho-education group that will meet weekly over the course of eight weeks. Participants will identify their individual goals/changes with substance use. Residents will receive education on how to use drugs safer, poly-substance use risk, and to engage with harm reduction techniques for substance use.

	Total Enrolled	Total Graduated
Male Inmates currently enrolled in Health Brigade	51	15
Female Inmates currently enrolled in Health Brigade	11	8
Inmates graduating in 2021		23



# University of Richmond Music Studio

Music Studio - (U of R music studio) Offered to residents in the therapeutic community and general population. The music studio serves as a therapeutic outlet for residents to express themselves through music. Residents receive weekly professional tutoring provided by the University of Richmond. Residents are also provided with a list of therapeutic and recovery related topics to choose from while in the studio

Total  
Enrolled

Total  
Graduated

Male Inmates currently enrolled in the Music Studio

0

0

Female Inmates currently enrolled in the Music Studio

0

0

Inmates graduating in 2021

0



# JMHP/CHANGE (Jail Mental Health Program/Creating Hope from Adversities while Navigating personal Growth through life Experience)

JMHP/CHANGE is a collaboration between the Richmond City Justice Center, Richmond Behavioral Health Authority and OAR of Richmond to provide individuals with mental health treatment, clinical case management and re-entry services during their period of incarceration at RCJC. In addition, ongoing treatment and case management services will be provided, if appropriate following their release. **Participation in the MHJPP is voluntary and residents must be willing to attend all scheduled programming.	Total Enrolled
JMHP/CHANGE – Clinical & Non-Clinical (Men)	71
JMHP/CHANGE – Clinical & Non-Clinical (Women)	18
<u>Case Management</u>	2
JMHP/CHANGE Graduates	0
JMHP/CHANGE Services - operating during COVID (clinical services & case management services) - Program made changes to operate virtually	3
JMHP/CHANGE Staff - operating during COVID (clinical services & case management services)	3
Number of Staff in program (RSO – Richmond Sheriff Office, RBHA – Richmond Behavior Health Authority, and OAR – Offender Aid & Restoration)	6 RSO, 1 RBHA, 1 OAR



# National Alliance on Mental Illness (NAMI)

NAMI is designed to provide personal perspective of mental health issues and change attitudes, assumptions, and ideas about individuals with mental health conditions. It provides an understanding that people with mental health conditions have lives enriched by hopes, dreams, and goals and provides information on how to learn more about mental health and get involved in services.

Total Enrolled

NAMI

6



# Moral Reconciliation Therapy (MRT)

MRT- Moral Reconciliation Therapy®, is an Evidence Based Practice that focuses on the Cognitive Behavioral Model of treatment. MRT is a 12 step program like any other 12 Step that is designed for participants to advance at their own pace. Each participant is assigned a workbook that they do assignments in. MRT's focus is to teach individuals how to escape their own prison while also teaching them how to take responsibility for their own actions.

Total Enrolled

JMHP/CHANGE MRT– Clinical & Non-Clinical (Men)

6



# HOPE Program

This program is facilitated by the Academy of HOPE is a crime reduction program created for men and women detained in correctional facilities across the U.S. The program is designed to reduce violence, help men and women to skill build, financially plan for their futures moving forward and greatly reduce recidivism.

**Total  
Enrolled**

**Total  
Graduated**

**Male Inmates currently enrolled in HOPE**

7

0

**Female Inmates currently enrolled in HOPE**

0

0





# RCSO RECOVERY PROGRAMMING

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McShin Foundation

# RECOVERY PROGRAM

## McShin Foundation

<p><b>RECOVERY PROGRAM:</b> This program is facilitated by McShin Foundation members is designed to provide recovery, re-entry and peer support services to Richmond City Justice Center residents/inmates and to increase the prevalence and quality of long-term recovery support from substance abuse and addiction.</p>	<b>Total Enrolled</b>
<b>Males Enrolled in 2022</b>	<b>5</b>



# VOTER REGISTRATION/ RESTORATION OF RIGHTS

Voter Registration	Total Enrolled	Restoration of Rights	Total Enrolled
	19		0



# QUESTIONS?



# Thank you

DR. ANTIONETTE V. IRVING

SHERIFF

RICHMOND CITY SHERIFF'S OFFICE

